

DEFINITION OF PEOPLE WITH DISABILITIES AND TARGETED DISABILITY

DEFINITION: A person with a physical or mental impairment which substantially limits one or more major life activities; has a record of such impairment; or is regarded as having such impairment.

DISABILITY CODES AND DEFINITIONS: **Bold numbers/lettering indicate those condition considered as being “Targeted Disabilities” disabilities require additional emphases regrading employment and advancement.**

DISABILITY CODE

DEFINITION

06		A person having a disability not described under any of the definitions listed herein.
13	SPEECH IMPAIRMENTS	Severe speech malfunction or inability t speak; hearing is normal - Examples: defects of articulation [unclear language sounds]; stuttering; aphasia [impaired language function]; laryngectomy [removal of the voice box].
15-17	HEARING IMPAIRMENT	15: Hard of hearing - Total deafness in one ear or inability to hear ordinary conservation, correctable with hearing aid. 16: Total deafness in both ears, with understandable speech. 17: Total deafness in both ears, and unable to speak clearly.
22-25	VISION IMPAIRMENTS	22.: Ability to read ordinary size print with glasses, but with loss of peripheral (side) vision. 23: Inability to read ordinary size print not correctable by glasses (Can read oversized print or use assisting devices such as glasses or projector modifier.) 24: Blind in one eye. 25: Blind in both eyes (No useable vision, but may have some light perception.)

27-28

MISSING
EXTREMITIES

27: Missing one hand.

28: Missing one arm.

29: Missing one foot.

32: Missing one leg.

33: Missing both hands or arms.

34: Missing both feet or legs.

35: Missing one hand or arm and one foot or leg.

36: Missing one hand or arm and both feet or legs.

37: Missing both hands or arms and one foot or leg.

38: Missing both hands or arms and both feet or legs.

44-57

NONPARALYTIC
ORTHOPEDIC
IMPAIRMENTS

Because of chronic pain, stiffness, or weakness in bones or joints, there is some loss of ability to move or use a part or parts of the body:

44: One or both hands.

45: One or both feet.

46: One or both arms.

47: One or both legs.

48: Hip or pelvis.

49: Back.

57: Any combination of two or more parts of the body.

61-68

COMPLETE
PARALYSIS

Because of a brain, nerve or muscle problem including palsy and cerebral palsy, there is some loss of ability to move or use a part of the body, including legs, arms, and/or trunk.

70: One hand.

71: Both Hands.

72: One arm.

73: Both arms.

74: One leg.

75: Both legs.

76: Lower half of body, including legs.

77: One side of the body, including one arm and one leg.

78: Three or more major parts of the body (arms/legs.)

80-94

ORDER
IMPAIRMENTS

80: Heart disease with no restriction or limitation of activity (History of heart problems with complete recovery.)

81: Heart disease with restriction or limitation of activity.

82: Convulsive disorder (e.g., epilepsy.)

83: Blood diseases (e.g., sickle cell anemia, leukemia, hemophilia.)

84: Diabetes.

86: Pulmonary or respiratory disorders (e.g., tuberculosis, emphysema, asthma.)

87: Kidney dysfunctioning (e.g., if dialysis [Use of an artificial kidney machine] is required.)

88: Cancer - a history of cancer with complete recovery.

89: Cancer - undergoing surgical and/or medical treatment.

90: Mental retardation (A chronic and lifelong condition involving a limited ability to learn, to be educated and to be trained for useful productive employment as certified by a State Vocational Rehabilitation agency under section 213,3102(t) of Schedule A.)

91: Mental or emotional illness (A History of treatment for mental or emotional problems.)

92: Severe distortion of limbs and/or spine (e.g., distortion of features on skin, such as those caused by burns, gunshot injuries, and birth defects [gross facial birthmarks, club feet, etc.,])

93: Disfigurement of face, hands or feet (e.g., dwarfism, kyphosis [severe distortion of the back.

94: Learning disability (A disorder in one or more of the processes involved in the understanding, perceiving or the using language or concepts [spoken or written]; e.g., dyslexia).